



From the Acting Chief Executive

We welcome Anne Carter back to the Ministry of Women's Affairs in her capacity as Acting Chief Executive. Anne is no stranger to the Ministry – she was a policy manager between 1994 and 1996 and has taken an interest in the work of the Ministry in the intervening years.

Anne may be a familiar face to some. Her appointment as Chief Executive of the Ministry of Youth Affairs was profiled in the March 2001 issue of *Pānui*.

Anne, of Ngati Raukawa and Ngati Kahungunu descent, was the first Māori woman to be appointed Chief Executive of a government department.

We have just completed our discussions with groups throughout the country on the Women's Action Plan. Work is now underway to analyse your comments and develop what we hope will be a key piece of work that identifies and addresses the challenges facing all New Zealand women.

I want to thank those of you who attended the public meetings and took the opportunity to let us know your

views. The energy and suggestions you brought to those meetings will help us to compile a picture of the issues that are impacting on your lives.

I would also like to acknowledge the work of the Māori Women's Welfare League, the National Council of Women and PACIFICA in organising the many public meetings.

The Ministry is committed to progressing work on the Action Plan. Our new *Statement of Intent*, released in May, outlines our work programme for the coming year, with the main focus on the completion and submission of the Women's Action Plan to the Government for their consideration.

It is fitting that this major piece of work will be presented for consideration this



Anne Carter

year — the 110th anniversary year of women's suffrage.

A handwritten signature in dark ink that reads "A Carter".

Anne Carter
Acting Chief Executive

From the Minister

I really enjoyed my involvement in many of the consultation meetings on our proposed action plan for New Zealand women.

In February and March, more than 20 formal meetings, and many more informal ones, were held in partnership with the National Council of Women, Māori Women's Welfare League and PACIFICA. It was a great opportunity for me to meet women from all over the country, hear your ideas and concerns, and experience first-hand your commitment and enthusiasm.

The action plan discussion document highlighted three key themes:

- having enough money to care for ourselves and those who depend on us;
- balancing our work, family, whānau and community roles; and

• preserving our general well-being, including safety, security, housing, physical and mental health.

The action plan will be finalised later this year, along with a practical and focused government programme for implementation. I will take a summary of the submissions to New York in July when I present the government's latest report on the status of New Zealand women to CEDAW (the UN Committee for the Elimination of Discrimination Against Women). I will also give the committee an update of the progress we have made since the CEDAW report was prepared last year.



Ruth Dyson

Review of MWA

In March, State Services Minister Trevor Mallard announced a review of
continued over

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Minister of Women's Affairs Hon Ruth Dyson
Acting Chief Executive Anne Carter

Te Korowai Wāhine

Anne Delamere Laures Park
Melanie Baker Jacqui Te Kani
Merepeka Raukawa-Tait Lyn Harrison

Vision

Aotearoa New Zealand will be an equitable, inclusive and sustainable society where:

- the diverse contributions of all women are valued, and
- all women, and Māori women as tangata whenua, can achieve their aspirations.

Mission

The Ministry provides quality advice to the Minister of Women's Affairs that contributes to women's equality in Aotearoa New Zealand.

Guiding Principles and Values

The Ministry of Women's Affairs will ensure that in all our activities:

- quality is evident
- we take an inclusive approach
- we are responsive to the aims and aspirations of Māori.

In addition, the Ministry of Women's Affairs will apply the State Sector values of:

- Integrity
- Responsibility
- Respect.

Te Wawata

Kia hapori tōkeke, kia hapori pūmau a Aotearoa, e whai whai mai ai ōna tāngata katoa, ā:

- e uaratia ai te mahi e taea ana e tēnā, e tēnā o te hunga wāhine
- e tutuki ai ngā hiahia o ngā wāhine katoa o Aotearoa, tae atu ki ngā wāhine Māori, ko rātou hoki te tangata whenua.

Te Whāinga Mātāmua

Ko tā te Minitatanga, he tāpae kōrero whaitake tonu ki te Minita Take Wāhine e taurite ai te mana o te hunga wāhine i Aotearoa.

Ngā Mātāpono me ngā Uara

I ā mātou kawenga katoa, ka whai tonu te Minitatanga mō ngā Wāhine:

- kia kitea mārire te pai me te tuawhiti o ngā mahi
- kia uru mai ngā tāngata katoa e tika ana
- kia aro nuitia ngā whāinga me ngā tūmanako o te iwi Māori.

I tua atu i tēnā, ka mau tonu te Minitatanga mō ngā Wāhine ki ngā uara o te Rāngai Kāwanatanga, arā:

- kia tōtika, kia pono ngā mahi
- kia noho haepapa ia mō āna mahi
- kia arongia te hā o te tangata.

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the smaller population ministries, including the Ministry of Women's Affairs. Traditionally, reviews about government agencies have focused almost entirely on structural change. Re-organisation may still be appropriate in some areas, but I do not envisage widespread structural change in this case.

The government considers the work of Women's Affairs to be important, and the review will look at ways the ministry can be better supported. To do its job well, it needs close, effective working relationships with other agencies, but, because of its size, it faces challenges in maintaining the necessary capability.

The review team are due to report back at the end of June.

Pay equity

The issue of pay equity has received an important boost with the recent announcement of a new government taskforce. The taskforce's objective is to analyse the factors influencing pay and

employment equity between women and men in the public service, public health sector and education sector, and develop a five-year plan of action to address them. By taking the initiative, the government will show leadership and provide a model for other sectors.

Retirement Commissioner Diana Crossan, who has a strong background in both public and private sector management, will chair the taskforce. Its members are the chief executives (or their nominees) of the Department of Labour, Ministry of Women's Affairs and State Services Commission, and three nominees of the NZ Council of Trade Unions.

The taskforce will report back by the end of the year.



Hon Ruth Dyson
Minister of Women's Affairs



Presentation of the CEDAW report

In July, a government delegation led by Ruth Dyson, Minister of Women's Affairs, will formally present the government's fifth report on New Zealand's implementation of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The report was prepared during 2001/2002 and submitted to the CEDAW Committee in October 2002 for their consideration. Work has been undertaken this year to respond to written questions from the Committee about the report.

The government delegation will not only present the report, but also respond to oral questions on the report from the Committee. Following the presentation, the Committee will issue their concluding observations and recommendations which the government will be expected to address by the time New Zealand next reports, in four-to-five years time, to the United Nations on the implementation of CEDAW.

Representatives from the National Council of Women, NZCTU and Mori Women's Welfare League will also present alternative NGO reports to the Committee in New York in July 2003.

United Nations Commission on the Status of Women 2003

A New Zealand delegation made up of representatives from the Ministry of Foreign Affairs and Trade, Ministry of Women's Affairs, Ministry of Social Development, Association of Presbyterian Women, and the International Federation of Business and Professional Women attended the 47th session of the United Nations Commission on the Status of Women (CSW) held in New York in March.

The session focussed on two key themes: the participation and access of women to the media, information and communication technologies and their impact on, and use as an instrument for, the advancement and empowerment of women; and women's human rights and elimination of all forms

of violence against women and girls.

The New Zealand delegation participated in discussion around the theme of violence against women through a format of a panel of experts, a high-level round-table discussion and a general debate.

The panel of experts, including Dr Feride Acar who visited New Zealand last year, identified the root causes of violence against women as: the unequal distribution of power between women and men within families and communities; prevailing socio-economic conditions; male attitudes; and the differential values on the roles and status of women. The panel also noted that women often face multiple discrimination because of factors like ethnicity, disability, race and age.

The panel called for robust and comprehensive information, data and indicators to measure progress in reducing the levels of violence against women. They did, however, note that the development of such measures was a difficult and complex task.

The round-table discussion provided delegations with the opportunity to share their best practices on gender mainstreaming. Discussion identified obstacles such as the lack of resources, lack of technical capacity in sectoral agencies, and a lack of understanding of the importance of gender

mainstreaming amongst male ministers. The low level of women's participation in central government was also a concern.

Delegations from UN member countries raised a number of key issues including the difficulties in measuring the levels of gender-based violence, cultural barriers to addressing violence against women (particularly domestic violence), the role of traditional and customary practices in justifying extreme forms of violence against women and girls and the need to address the use of the internet in pornography, sexual exploitation and hate crimes.

The negotiations on the draft conclusions on violence against women were long and difficult and time ran out before a consensus was reached.

Further information, including official documents, on the 47th session of CSW is available from www.un.org/women-watch/daw/csw/47sess.html

New Zealand attends first meeting of APEC Gender Focal Point Network

The Ministry of Women's Affairs (MWA) represented New Zealand at the first meeting of the APEC Gender Focal Point Network (GFPN) held in Thailand in May. Sixty-three representatives from 17 countries attended.

Gender is a key theme across APEC economies. Gender integration works to progress the full and equal participation and economic advancement of women in APEC. Work begun in 1999, through the implementation of the *Framework for the Integration of Women in APEC*, will be continued by the GFPN which will meet annually.

In this new structure, responsibility for ensuring that gender concerns are integrated into APEC fora's work has been devolved to the Fora Gender Focal Points. These are supported by Economy Gender Focal Points who are gender

experts — MWA in New Zealand. Key linkages of the GFPN are to the co-ordinating body, the APEC Secretariat, the Women's Leaders Network (WLN) and APEC Business Advisory Council.

The first GFPN meeting in Thailand developed the Terms of Reference for the Network. These reflect the purpose, structure, functions and implementation strategy for the work of the GFPN envisaged and endorsed by APEC Ministers and leaders.

The GFPN's work plan will include preparations for the 3rd Women's Ministerial Meeting to be hosted by Chile next year, in addition to ongoing projects, such as the US led study on the economic contribution of women in the APEC region and Australia's Gender Resource Kit. Further information is available on the APEC website www.apecsec.org.sg (see also *Conferences*).

Budget announcements

Money set aside for Community and Voluntary Sector Office

The important work of community and voluntary groups has been recognised with \$3.6 million being set aside in the Budget for the setting up of a Community and Voluntary Sector Office in the Ministry for Social Development.

The Office is intended to strengthen community, voluntary and tangata whenua organisations and their relationships with government. It will provide a strong voice for the sector (in which women are heavily involved) in government decision-making.

The Community Internship programme, a successful pilot project which places interns with particular skills into community organisations that need those skills, received ongoing funding of \$300,000 in the Budget.

The scheme directly resources community groups, says Tariana Turia, the Minister for the Community and Voluntary Sector.

It creates a win-win situation. The community organisation is able to use the

special skills of the interns, and the intern gains an insight into the community sector and how community organisations operate, the Minister says.

Changes to childcare and Family Assistance payments

The Budget announced in May contained a \$152.8 million package over four years to help people move into the paid workforce.

This leads on from work in the government's three previous budgets to remove the barriers preventing people from taking up paid work, and should have a positive impact on women seeking to enter or re-enter the workforce.

The maximum number of subsidised childcare hours increases from 37 to 50 hours per week from 1 July 2003 to improve the support to low-income parents taking up full-time work.

The income thresholds for two components of Family Assistance — Family Support and the Child Tax Credit — are also being raised from 1 April 2004, making payments available to more families.

Other Budget initiatives which will benefit women include \$52 million for Work and Income to better tailor training for job seekers to the needs of employers, and \$4 million to promote the employment potential of youth, mature and migrant job seekers to employers.

Lifting M ori educational achievement

M ori Affairs Minister and Associate Education Minister Parekura Horomia announced increased spending for two specific M ori education investments following the Government's Budget announcement.

\$4.4 million over four years has been set aside for trial projects designed to help wh nau support their children's learning and \$5.2 million over four years to improve the professional development of teachers in te reo M ori.

We know that strengthening wh nau and community involvement in our education is essential for achieving improved educational outcomes for our M ori children, says Parekura Horomia.

New taskforce on pay equity formed

The Government announced in May the establishment of a taskforce to progress pay and employment equity between women and men.

The taskforce will analyse how factors influencing pay and employment equity apply in the public service and the public health and education sectors and will develop a five-year plan to address them.

The gender pay gap is not simply a matter of unfair bargaining practices or undervaluing traditional female occupations, says Labour Minister Margaret Wilson.

There is a long history of women being paid less than men for a range of reasons, such as working in different industries, having fewer years in the workforce, or having different educational qualifications.

The Government wants to provide a model to demonstrate how pay and employment equity policies can be developed and implemented in other sectors, says Ms Wilson.

The taskforce will act as a steering group, (refer to Minister's column, p2) appointing sub-groups representing the different sectors to carry out the work in those sectors. The sub-groups will be chaired by Joanna Beresford, an Associate with Martin, Jenkins and Associates Ltd and former National Secretary of the NZEL.

The taskforce will report to a Ministerial Reference Group by the end of the year. The Ministry will be closely involved with the Taskforce process. In particular, we will be providing analytical support to Joanna, as she works with the sector specific groups.

The establishment of a taskforce reflects the call for government leadership expressed in many of the submissions to the Ministry of Women's Affairs discussion document, *Next Steps Towards Pay Equity: A discussion document*.

A total of 83 submissions were received by the Ministry. The majority of the submitters clearly supported the development of policy to achieve equal pay for work of equal value. Some suggestions raised in the submissions included the need for legislative change, the establishment of an independent agency to coordinate pay equity action and a clear role of the EEO Commissioner in monitoring and promoting pay equity.

The Ministry appreciates the time that individuals and organisations took to respond to the discussion document. We look forward to pay equity policy being progressed through the work of the taskforce.

A copy of the submissions report is available on the Ministry of Women's Affairs website www.mwa.govt.nz

Progress on the Women's Action Plan

A national consultation process was held over the period December 2002 to March 2003. The consultation followed the release in December 2002 of the discussion document, *Towards An Action Plan for New Zealand Women*. Views on priorities for government action for women were gathered. Six target groups have been the focus of the consultation process: M ori women; women with disabilities; Pacific women, women with low incomes; migrant women and rural women. Feedback has been sought in five key areas: strategic vision and goals for women; M ori women; economic sustainability; balancing work, family and community; and well-being.

National NGOs — the M ori Women's Welfare League, National Council of Women, and PACIFICA — have worked in partnership with MWA and have hosted meetings around the country to hear women's views. In addition, focus group meetings have been held with representatives of the target groups of women. There have also been meetings with a number of interest groups, and in local communities.

More than 267 submissions have been received. A consultation report which summarises the views of women participants is nearly complete. The government is expected to finalise the Action Plan by the end of the year.

Hon Judith Tizard, Minister of Consumer Affairs, recently launched new *Guidelines for Consumer Representation*. The Guidelines recognise the important role consumer representatives add to the boards they participate in.

The Guidelines state consumer representatives add value to decision-making because they bring identifiable and quantifiable knowledge, perspectives, and judgement to the table . . . Effective consumer representatives appointed to a body bring an intimate knowledge of the communities which make up the consumer constituency of that particular body . Copies of the Guidelines are available from the Ministry of Consumer Affairs on (04) 474 2181

In respect to the development of a M ori health strategy, I have seen my role as being an educator and encouraging the Council and the pharmacy profession to think about their relationship with M ori, Leah says.

Success with Nominations: Women leaders

There are over 500 statutory boards and committees which make significant decisions and give advice that impacts on the lives of all New Zealanders. For the past 16 years, the Ministry of Women's Affairs has been ensuring women are represented on the boards of these decision-making bodies by nominating appropriately qualified women for available positions.

The Nominations Service has a 22% success rate with the women they put forward. Leah Whiu is one recent success story.

Leah, of Ngatihine and Ng puhi descent, has been appointed to at least two positions as a result of being nominated by the Ministry's Nominations Service. Her most recent appointment was to the National Advisory Council to the Human Rights Commission for the development of a National Plan of Action for Human Rights in New Zealand. In 2000, Leah was appointed to the Council of the Pharmaceutical Society of New Zealand.

The good thing about the Nominations Service is that they are in the loop about appointments coming up which often I didn't personally know about, says Leah.

As a woman and the only M ori person on

the Pharmaceutical Society of New Zealand Council, I feel my involvement helps to achieve balance and bring different experiences and perspectives to the table.

One project that Leah has undertaken since her appointment to the Council has been to initiate and lead the development of a M ori health strategy for the pharmacy profession, particularly in response to the lack of M ori involvement in the profession.

Currently 0.7% of people in the profession are M ori. We had the first ever meeting of M ori pharmacists in February this year and they are keen to form a M ori Pharmacist Association.

Pasifika project to get underway

Supporting the economic development of Pacific communities is the aim of a new project to be led by the Ministry of Women's Affairs (MWA) with support from the Ministry of Pacific Island Affairs (MPIA).

The Cross Departmental Research Pool, funded by the Ministry of Research, Science and Technology, has provided most of the funding for the project.

The findings of the *Strategies for Pasifika Women's Economic Well-being* project will be used to inform policy development by government departments that impacts on Pacific women and their families, and by Pacific peoples and the general public.

Initial work will involve an analysis of existing literature and data to identify systems and structures that hinder Pacific women's economic development. This phase of the project will also include a stock take of current policies and programmes.

The project will enable Pan-Pacific and Island-specific women's groups to contribute their knowledge to the development of effective policies.

Earlier consultation with Pacific women from a range of organisations and sectors highlighted economic issues as an area of concern. Members of these groups will have the opportunity to be involved in the development of the project and will continue to provide input, advice and support as well as assisting in the recruitment of the researchers as part of a reference group.

The project is scheduled to start in 2003 and go through until 2005. If you would like further information, or have some questions about the project, please contact Sonya Rimene via email on rimene@mwa.govt.nz

110th Anniversary of Women's Suffrage

19 SEPTEMBER 2003

Projects to mark women's suffrage

Successful budget bids by the Ministry of Women's Affairs will enable the 110th anniversary of women's suffrage this year to be marked by two significant projects: the completion of the Landmarks Project, and the development of an online school resource that will provide years 9 and 10 social studies students with an interactive look at the events surrounding the granting of the right to vote to New Zealand women.



Hubby (about to travel): "Well, I'll drop you a line from every centre I get to." Wifey: "Do, dearest, do! Even if it's only a cheque..."

The Landmarks Project, by The Landmarks Project — Celebrating Women Trust, is a national memorial that records the historical events that brought about social and legislative change for New Zealand women, and honours some of the women who have made a difference.

Wairarapa artist Rhondda Greig's concept includes two main features: the Trail of Light, names of 50 women etched onto a glass panel and Landmarks, dates of historical importance etched onto panels above. There are also tribute books. The memorial is situated in St Paul's cathedral in Wellington. The Trail of Light will be unveiled on Suffrage Day.

The Ministry of Education in liaison with the Ministry of Women's Affairs and

Landmarks Trust will manage the online school resource project.

Cartoons show changing roles of women

The Ministry of Women's Affairs is the principal sponsor of a new exhibition on show at the National Library Gallery in Wellington from 11 July to 26 October 2003.

The exhibition, *Harpies and Heroines: a cartoon history of the changing roles of women in New Zealand*, provides a glimpse of how women have been portrayed to society through the work of cartoonists over the last 110 years.

Women have always featured in New Zealand cartoons. In the earliest ones, they were saintly looking creatures in flowing gowns. But the new woman portrayed by cartoonists in the 1890s was a fearsome creature. Having gained the vote in 1893, she was going to purge New Zealand society and politics of corruption, crime, drink, immorality, larrikinism, humbug, cant and irreverence. At least that's how the cartoons of the time saw her.

For more information on the exhibition see <http://www.natlib.govt.nz/en/whatsnew/1exhibitions.html#HarpieSHeroines> A publication will accompany the exhibition.



As women enter more and more leading roles a policy of "reverse discrimination" is sometimes deemed to be taking place. The first woman in New Zealand and the British Empire to gain a law degree was Ethel Benjamin in 1897 but by 1979 only 2% of lawyers in New Zealand were women. Twenty years later the balance has changed radically and female law students now outnumber males.

Women and innovation

Women cross digital divide

Around 1,200 successful students from the inaugural Computer Gym, a free, 36 week NZQA accredited course run by Carich NZ Ltd, have graduated and picked up a free computer in the process.

One of the success stories was Vanessa Nielsen (29), a solo mother from Wainuiomata with two pre-school children. Before

the course she did not even know how to turn a computer on, but she is now a part-time receptionist and is aiming for a full time job as a PA.

Computer Gym was started last year in response to the growing digital divide, the big difference in the level of computer knowledge and access to information between New Zealand's haves and have-nots.

Women and innovation *continued*

Rural Women New Zealand conference launches project and takes a stand

Rural Women New Zealand members launched a national native tree planting project and reinforced their stand on genetic modification at their national conference in May.

About 300 members from throughout the country attended the conference in Whangarei which was opened by Women's Affairs Minister Ruth Dyson.

During the conference, Rural Women New Zealand launched *Nurturing Natives*, a project sponsored by the Department of Conservation and Ravensdown Direct which is designed to encourage people throughout the country to plant native trees.

Conference attendees took home *Nurturing Natives* packs which include six pledge cards. They will distribute them to people in their community who will then plant a native tree, return the pledge card with details of the tree or trees they planted and get a dollar for their efforts.

Meanwhile, the conference voted unanimously for the present moratorium on GM to stay in place until a robust biotechnology strategy has been developed and accepted.

Members are concerned that the proposed

biotechnology strategy is not strong enough to address their concerns or manage the potential consequences of an early GM release.

The Minister told the conference that in spite of the progress made, the future continues to pose challenges for New Zealand women.

There is still significant inequality between men and women, and different groups of women, including rural women, face additional challenges, she said.

Rural women face issues of isolation. They often face difficulties in accessing infrastructures that most people take for granted, such as telecommunications and electricity.

The lack of cost-effective network services can also make it more difficult for rural women to participate in government processes and consultation, Ms Dyson said.

A key challenge is to develop policies to build on rural women's ability to contribute to sustainable environment and trade initiatives, while at the same time, working on getting a good balance between paid and unpaid work, the Minister said.

How top women talk

Negative stereotypes suggesting that women are not up to handling the complex demands of leadership have been proven to be false, according to Victoria University of Wellington's Language in the Workplace project.

The project, located within Victoria University's School of Linguistics and Applied Language Studies, closely examined the language used by 46 women managers, and found that they were highly skilled at adapting their communication style to different workplace cultures.

They demonstrated great skill in selecting the appropriate style for the particular type of interaction in which they were engaged, skilfully balancing organisational objectives with concern for the face needs of those they were talking to, says Victoria's Professor of Linguistics, Janet Holmes.

These women had developed a wide stylistic verbal repertoire to enable them to successfully manage a wide range of challenging situations.

Leadership studies over the last decade show that women tend to outshine men in a range of areas, Professor Holmes says. As

Virtual Trade Mission

A nine-month Virtual Trade Mission (VTM) for women entrepreneurs in New Zealand, Australia and Canada, spearheaded by the Ontario chapter of the Organisation of Women in International Trade, is underway.

Participants in the VTM will post their business profiles on a dedicated website, where instructions and tips will be provided on how to initiate contacts and create trade opportunities. Including at least two videoconferences to better acquaint mission participants, the VTM will culminate in October 2003 with an actual trade mission to Canada (Vancouver and Toronto) by Australian and New Zealand business-women.

The mission will be led by Westpac New Zealand CEO, Ann Sherry, and Westpac Head of Women's Markets, Amanda Ellis. For more information email [Vanessa Strang](mailto:Vanessa.Strang@westpac.com.au) vstrang@westpac.com.au

PM encourages rural women's networking

The Network for Women in Dairying has the right idea in encouraging rural women to link up and communicate through email, the Prime Minister told the Network's conference in May.

Helen Clark told women at the Cambridge conference that she fully supports women's networking. The industry you are in is of fundamental importance to New Zealand, and the theme of innovation running through the conference is of great interest to me. As a girl from a Waikato farm myself, I do know a little bit about farming and rural life. I know how hard women on farms work, she said.

Ms Clark said one of the biggest changes in farming in recent years is the recognition of women on the farm and their capacity to play a full and equal role.

Nga Rauru innovation

Nga Rauru innovation received praise from Associate Minister of M ori Affairs Tariana Turia when she visited as part of Smart Growth Day in May.

Tariana Turia said the tribal development scheme which is based on commercial horticulture and production of herbal remedies was a great example of innovative business based on M ori knowledge.

She said the scheme is an excellent example of hap development. It draws on the people's traditional knowledge of plants and rongoa M ori, and it provides them with an entry to the nutraceutical industry. Nga Ruru's scheme, based in south Taranaki, involves three business units — growing tomatoes and peppers in a glasshouse next to Waioturi marae, setting up native plant nurseries on marae, and a joint venture with the NZ Institute for Crop and Food Research to research commercial production and marketing of herbal remedies.

a group, women show greater evidence than men of transformational leadership, inspiring their followers, providing vision and direction, and attending to the individual needs of team members. Women executives were scored more highly than men by peers, subordinates and bosses on motivating others, producing high quality work, listening to others, and fostering communication.

Our research on communication in the boardroom supports claims that women are very effective communicators, skilfully negotiating and shaping their talk to suit the context and their objectives, says Professor Holmes.

It is often claimed that women use indirect ways of getting people to do things. That was true of the women managers they studied, she says.

Their directives were often hedged (*perhaps you could bring me that file now*) or expressed as indirect requests (*I wonder if you could find that number for me*). But these managers also used very direct forms to give instructions (*I need these by 10, fill out the forms properly*). They selected the appropriate form for the context. Between equals, directives were often polite and hedged to show respect, while they were more direct with someone lower down the hierarchy, or where routine duties or urgency was involved.

Janet Holmes says it is important to stress that the women managers could speak directly and with authority when necessary. This point is often overlooked in discussions of women in the workplace, she says.

Women's people skills tend to get mentioned because they complement

men's style. But this short changes women, since it implicitly sidelines the skills of women managers in giving directives and speaking with authority.

Another aspect of effective leadership is developing a good atmosphere in the workplace. Humour is particularly important, and it is widely recognised that spontaneous humour is a positive sign of a healthy workplace culture. Women have often been portrayed as humourless — becoming more so as they move up the management ladder.

Our research showed this is another unfounded stereotype, says Professor Holmes. We found that the more women were present, the more humour there was at a meeting. Female Chairs tended to be able to make effective use of humour to manage the meetings they chaired.

Future Leaders

Kayaking, rock climbing and cooking may sound like fun, but they are also part of the self development young women go through as they learn to be future leaders. The YWCA's Future Leaders programme takes female high school students and provides them with mentors, stimulus, learning opportunities and inspiration from successful women, with the aim of supporting them to achieve success themselves in any walk of life they choose.

At recent camps, young women taking part in the Future Leaders programme developed their physical and social skills, as well as developing their self awareness and self esteem.

The young women are matched with mentors, who are trained in aspects of M ori and Pacific Island culture, self development and the principles of mentoring. They try to help their teenage buddies achieve their potential.

Future Leaders came about when Di Paton of Auckland's YWCA became concerned about the number of young women she was meeting who were bright and intelligent but restricted by their lack of resources and support systems.

There seemed to be a real need to do some community parenting of these young women to enable them to stretch their horizons, says Di.

Future Leaders was born, working with 14 and 15 year olds as they move through senior school and into tertiary education.

There are now 24 students from four schools in Auckland on the programme, and each has a long-term mentor.

Just telling young women that they have potential really helps them to blossom, says Di. One of the girls said to me that Future Leaders had given her the excuse she needed to succeed.

Former Governor General Dame Catherine Tizard hosted a Leading Woman Cocktail party at Premier House in Wellington in early May. Many supporters of the programme, including business leaders, members of Parliament and other high profile women were brought up-to-date on the Future Leaders programme. A Leading Women dinner was held in Auckland earlier in June, with the theme Modern Pioneers.

Women and ICT

The ICT industry is highly lucrative, but women are poorly represented in it, and their numbers are declining. In the early 1990s women were 29% of the ICT workforce; today, according to the Department of Statistics, they make up just 22%. The main reasons why women are under-represented in ICT are the few women role models in ICT and that girls and young women are still culturally discouraged to excel in maths and science.

To promote, support and enable women into the ICT industry, Carol Lee Davidson has established Women in Technology (WIT), a forum where women can share ideas, challenges and resources to help each other in technology-based areas of work.

ICT offers attractive and viable career options for women, with both high future growth expected and high levels of remuneration, Carol Lee says. The increase in ICT contracting also allows women flexibility in lifestyle choices around children and family, making it a good choice for women wanting a better work-life balance.

WIT offers:

- ¥ Advocacy for women in ICT
- ¥ A mentoring programme
- ¥ Proof that technology and computers can be fun for women
- ¥ Networking meetings, seminars and workshops
- ¥ Exposure to positive role models
- ¥ Encouragement to study ICT and related subjects through linkages to Graduate programmes
- ¥ Access to contacts in the ICT industry
- ¥ Liaison for women between the ICT industry, education, corporate sector and government.

Further information is available at www.womenintechnology.co.nz or from Tania Kearns (ph 09 521 6005; fax 09 521 6939).

TOP WOMEN

Ann Sherry became one of the most powerful people in New Zealand banking when she took over as Chief Executive of Westpac (formerly Westpac Trust) in May. She is seen as a champion for women in business, having previously advised the Australian Prime Minister on programmes and policies to improve women's status. She is the bank's first female CEO, and is based in Auckland.

Sally Brooker, who is Associate Professor of Chemistry at Otago University, will fly to Vietnam in October after winning an international science award from the Federation of Asian Chemical Societies. Professor Brooker is only the second New Zealander to win the Federation's Distinguished Young Chemist Award since its inception in 1989. She will deliver a lecture at the 10th Asian Chemical Congress.

Judy Lawrence former Chief Executive of the Ministry of Women's Affairs, has been appointed Director, Climate Change Group, at the Ministry for the Environment.

Judith Kinnear has been appointed Vice-Chancellor of Massey University. Australian-born Professor Kinnear has a PhD in genetics and has written six books on biology and genetics. Her last job was as Sydney University's deputy vice-chancellor.

Mavis Mullins has been appointed, and **Rangimarie Parata** reappointed, to the Poutama Trust, the organisation responsible for providing business development services to Mōri. Mrs Mullins (Rangitane) runs Paewai Mullins, the first shearing company to achieve ISO 9002 certification. She is a founding member of Wools of Aotearoa. Rangimarie Parata has been a manager and developer of major investment initiatives, and of Mōri tribal business investments. She holds a number of board positions in property, tourism, fishing and business development.

Louise Collingwood became the Waikato, Bay of Plenty Wrightson Agmardt Young Farmer of the Year in April, the first woman to win the title in the competition's 35 year history. The 28 year-old Te Awamutu product developer will compete in the national finals in July.

Tricia Brisoe, a GP in Rotorua, has been appointed Chairwoman of the NZ Medical Association, following the retirement of John Adams.

Denise McBeth of Taranaki was named NZ Businesswoman of the Year by HerBusinessGroup. Mrs McBeth is a Director of Pete's Post, a rapidly expanding postal franchise business.

Anne Kolbe has become the first woman in the world to head a surgical college. Currently Waitemata District Health Board's deputy chief medical officer at North Shore Hospital, Mrs Kolbe will take up a post as president of the Royal Australasian College of Surgeons. She will head a college of more than 6500 surgeons and trainee surgeons. Only about 4% of surgeons in Australasia are women.

Carmen Knowler of Southland has been awarded a Winston Churchill Fellowship for overseas study in her profession drainlaying. Ms Knowler is one of only two registered female drainlayers in New Zealand.

Karen Van Rooyen has been appointed Chief Executive of The New Zealand Qualifications Authority. She was acting Chief Executive for the previous 18 months.

New challenges for Sandra Coney

The woman, who is arguably New Zealand's most hard working and tireless public health advocate, has stepped down as Executive Director of the advocacy group she co-founded almost twenty years ago – but remains as committed as ever.



Sandra Coney has resigned as the Executive Director of Women's Health Action, which she co-founded with Phillida Bunkle in 1984, originally around the issue of chlamydia testing for women. Since then, Women's Health Action has been able to claim credit for some huge advances. One is in the area of patient rights. Before Sandra and the organisation took up the cudgels on the issue, it was really not on the agenda.

We were loud and public on the problems women were encountering, she says.

Now, New Zealand is a world leader in patient rights, with a Code of Rights and everyone having access to their own medical records. That still does not happen in many other parts of the world.

Women's Health Action has also helped the consumer voice have greater legitimacy. The Cartwright Inquiry into the unfortunate experiment in cervical cancer treatment at National Women's hospital brought out issues that, until then, had been swept under the carpet, says Sandra.

It paved the way for a greater consumer voice in the health sector. But there has been some slippage of late we still need a forum for a strong consumer voice.

As an Auckland Regional Councillor, Sandra is now working on combining her passions for public health and women's health with her local body work. Vehicle emissions and dirty air are looming public health issues she wants to do something about, and she is also keen to find ways to get people more active and so improve their health.

As the Auckland Regional Council's representative on the regional sport and recreation strategy, I hope I can bring some gender balance to the male focus on elite sports and building stadiums.

And she has some theories on what might help women get fitter and healthier. Women tend to be less interested in playing competitive team sports, and more interested in activities like aerobics, swimming and walking with others and exercise at home. I think personal safety concerns may be part of that, but we have very little information on women's preferences.

Sandra continues to be involved with Women's Health Action, and is active in the community on the West Coast of Auckland, where she is frequently involved in local environmental protection issues. She is still passionate about HRT and women's right to good information, and is the Consumer Representative on the NZ Guidelines Group HRT Working Party (see our HRT story, p9). She also chairs the Consumer Advisory Committee of Pharmac.

In everything she does, Sandra brings a strong gender perspective to her work. It is clear this tireless campaigner has not lost her passion or her drive.

You could say that I haven't given up on women's health, she laughs, simply diversified!

Participation in paid work of mothers with a youngest child aged under five years

You can now access on the Ministry of Women's Affairs website (www.mwa.govt.nz) a paper on the participation in paid work of mothers with a youngest child under five. This paper is based on data from the 2001 Census.

Some of the key findings are:

¥ In 2001 there were 196,839 families with a youngest child aged under five. Twenty four percent of these were female headed sole parent families (46,329 families).

¥ Within 89,286 families with a youngest aged under five, the female parent was employed in the week preceding the date of the Census. This is 47% of all families with a youngest child under five. Over half (52%) of partnered mothers with a youngest child under five were employed and 29% of sole mothers.

¥ The largest group of those female parents employed usually worked full time each week, 41% worked 30 hours or more per week, 34% worked between 1 and 19 hours, and 17% between 20 and 29 hours.

¥ Sixty percent of employed mothers with a youngest child aged under five stating Asian as an ethnicity, 58% stating Pacific as an ethnicity, 50% stating M ori as an ethnicity, and 37% stating

European as an ethnicity, were employed full time (30 or more hours).

¥ Fifty eight percent of employed mothers with a youngest child aged under five stating European as an ethnicity, 41% stating M ori as an ethnicity, 29% stating Asian as an ethnicity, and 26% stating Pacific as an ethnicity, were employed part time (less than 30 hours).

Government provides a policy framework to reconcile paid and unpaid work commitments. The range of policies include the following: parental and paid parental leave; childcare provision and subsidies; direct payments or subsidies to assist caregivers; working hours; short-term leave for family-related purposes; and, anti-discrimination legislation regarding employment practices. The Ministry of Women's Affairs provides policy advice contributing towards the development of policies to help reconcile paid work and family life.

The dataset on which these findings are based is available for further analysis at http://www.stats.govt.nz/domino/external/web/prod_serv.nsf/html-docs/Sponsor:+Ministry+of+Women's+Affairs+-+Customised+Tables

Ethnicity is based on total responses rather than prioritised ethnicity. Families could record more than one ethnicity and percentages are thus expressed as a proportion of families who recorded a particular ethnicity. Thus the numbers underlying the percentages sum to more than 100% of the families with a youngest child under five.

HRT advice updated

Confused about what to do if you are suffering from hot flushes or night sweats? Research released last year, showing that hormone replacement therapy, formerly seen as a magic bullet for relieving bad menopause symptoms, may actually worsen rather than improve women's health, left some women feeling confused and unsure of what to do. But the Family Planning Association (FPA) has been monitoring the situation closely, and has updated information.

Women, whose menopause is causing troublesome side effects, can consider using Hormone Replacement Therapy (HRT) for a maximum of three-to-four years, but any longer is not a good idea in terms of their overall health, FPA says.

Clinical spokesperson, Dr Christine Roke, says after three-to-four years, the negative effects of using HRT start to outweigh the benefits.

Three studies released last year, widely reported in New Zealand, found HRT does not have the protective effect against heart disease, as once thought. It may be linked to an increased risk of breast cancer, stroke and blood clots in the lung, although women were less likely to suffer

from bowel cancer or hip fractures, the studies found.

"Here in New Zealand we have considered the research and redrafted our HRT prescribing guidelines," Dr Roke says.

We no longer recommend HRT as a treatment for osteoporosis, or for prevention of future heart problems.

Dr Roke says advice about HRT needs to be much more individually-focused than before. Each woman considering taking HRT needs to discuss her personal risks with her doctor. If she is overweight, has diabetes or high blood pressure, then her risk level may be too high to make taking HRT the best option to relieve her menopause symptoms, she says.

And if a woman does take HRT, it should be seen as a short-term option, and not continued beyond three-to-four years.

Detailed guidelines on the taking of HRT have been developed by the New Zealand Guidelines Group. Recognized HRT expert, Dr Helen Roberts, led a group of experts including consumer representative Sandra Coney to develop the guidelines, which are available at www.nzgg.org.nz

Queen's Birthday Honours

A total of 74 women received recognition of their services in the 2003 Queen's Birthday Honours list.

Distinguished Companions of The New Zealand Order of Merit

Alison Roxburgh for services to women's affairs and the community

Robin White for services to painting and printmaking

Companions of The New Zealand Order of Merit

Diana Best for services to women's health

Elizabeth Ellis for services to M ori arts and crafts

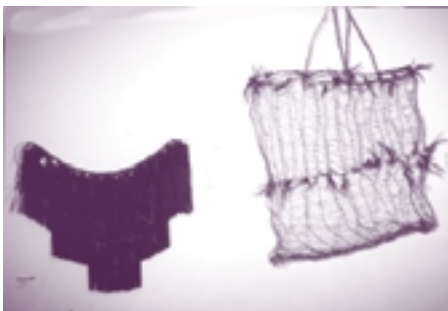
Dr Robin Fancourt for services to children

Pamela Murray for services to the community

Mana Wahine Week 2003

The Ministry of Women's Affairs has celebrated Mana Wahine Week annually since 1993 by profiling Māori women entrepreneurs and leaders who are role models and mentors for young Māori women students.

Mana Wahine Week is also a time when the general public including whānau, hapū and iwi, are encouraged to support the promotion of Māori entrepreneurs in developing their contribution to New Zealand's economy.



For this year's celebration (14 -17 April), contemporary Māori women artists from Te Whanganui -A -Tara and Raukawa were profiled. It was an opportunity to highlight Māori women's achievements in the area of design, art and culture and to encourage other Māori women to be successful in their own area of choice. The exhibition was opened by guest speaker, Waana Davis, Chairperson of Toi Māori.



Artists Christall Rata, Erenora Puketapu-Hetet, Diane Prince, Kohai Grace, Hine Puororangi Winiata, Pip Devonshire, Elaine Bevan, Joanne Grace, Tania Heta and Sonya Snowden contributed to the week long exhibition. The art displayed

was of a high quality and an inspiration to those who came to view the work of dedicated Māori women.

Pania Ellison of Te Pūwai Tapu delivered a presentation on the last day of the Mana Wahine celebration on the Summer Institute, Amsterdam University programme, Sexuality, Culture and Society.

Past Mana Wahine Week themes.

Louisa Wall was the 2000 Mana Wahine role model. She was also a recipient of the Ministry of Women's Affairs Karahipi scholarship and played for the 1999 Silver Ferns. In 2001, the popular entertainer Stacey Daniels from *Mai Time*, Māori



Pania Ellison

opera singer, Deborah Waikapohe, and Mina Mathieson and Erina Hurihanganui, filmmakers, met 3rd and 4th form students.

Dr. Robyn Manuel, a medical scientist, and Paula Treanor, a self made millionaire, featured in the 2002 *Mana Wahine Week* as role models for young Māori women.

NEWS IN BRIEF

Women make good leaders

If you want an effective leader, appoint a woman, research from the Centre for the Study of Leadership has shown. The Centre is a joint venture between the New Zealand College of Management and Victoria University. The research found that female managers in this country demonstrate more leadership, and are better able to develop people as individuals.

NCEA results

Girls in year 11 at secondary schools outclassed the boys in achieving level 1 of the National Certificate in Educational Achievement (NCEA) last year according to new figures from NZQA. The girls achieved an average of 93.3 credits, compared with boys who averaged 81.7. For more information visit www.nzqa.govt.nz/qualifications/ssq/statistics/commentary03.html

Courts and Justice to form new ministry

The Department for Courts and the Ministry of Justice will be merged to form an expanded Ministry of Justice. The new ministry will formally take over the functions of the Ministry of Justice and the Department for Courts from 1 October 2003.

Applications called for the JADE award

The New Horizons for Women Trust is seeking applications for the JADE award, for women undertaking second-chance education or training in the field of Information Technology. Application forms can be obtained from the New Horizons Trust website www.Rorohiko.net.nz/Horizons Applications close 31st August 2003.

New Pacific Business Trust office

The Pacific Business Trust has now opened an office in Porirua, at 20 Parumoana Street (PO Box 50624, Porirua City). The office contact is Fitu Ah Young phone 04 238 0050, fax 04 238 0051 or email fitua@pibdt.co.nz

2003 Performance Excellence Study Awards

The 2003 Performance Excellence Study Awards have been launched, with applications invited from any New Zealand organisation. Awards are offered in the business, local government, health and education sectors. Winners are invited to participate in an annual study programme to visit best practice organisations in the U.S.A. Applications for the 2003 PESA awards close on 28 July. Full details are in the applications document which can be found on the website www.businessexcellence.co.nz

Traditional Māori healing

A New Plymouth-based Māori health group which focuses on traditional Māori healing now has six healers working with whānau and hapū. Karangaora was set up in 2001 with funding from the Ministry of Health, and uses medicinal herbs and traditional knowledge. It aims to become accepted by all western practitioners and hospitals.

Birth statistics

Statistics New Zealand has released figures from the March 2003 quarter showing the number of births is stable. www.stats.govt.nz/domino/external/pasfull/pasfull.nsf/web/Media+Release+Births+and+Deaths+March+2003+quarter?open

RESOURCES

The Families Commission — Proposed Scope, Functions and Structure report can be found at www.msp.govt.nz/publications/docs/families-commission-scope-functions-structure

A profile of the public service of New Zealand: Current good practices and new developments in public service management can be ordered by emailing the Commonwealth Secretariat r.jones-parry@commonwealth.int

The State of the World's Mothers 2003 report focuses on mothers and children and highlights critical protection needs in war torn communities around the world. www.savethechildren.org/sowm2003/index.shtml

The 10th anniversary edition of Te aka kumara o Aotearoa (TAKOA) 2003: a directory of M ori organisations and resource people in Aotearoa is available from www.takoa.co.nz

Breaking the earthenware jar: lessons from South Asia to end violence against women and girls can be found on the UNICEF website www.unicef.org/pubsgen/end-violence

The Ministry of Health's publication He korowai oranga: M ori health strategy can be found at www.moh.govt.nz/moh.nst/wpg_Index/Publications-Index

Comparing social policies: exploring new perspectives in Britain and Japan was produced as a result of the Anglo-Japan workshop on *Social Policy in the 21st Century*. Bristol, UK: Policy Press, 2003

Family resilience and good child outcomes: a review of the literature. Wellington, NZ: Ministry of Social Development, Centre for Social Research and Evaluation, 2003

M ori economic development = Te Ohanga Whanaketanga M ori can be found at www.tpk.govt.nz/publications/docs/economics/mdr_final.pdf

Politics of indigeneity in the South Pacific: recent problems of identity in Oceania. Hamburg: distributed in North America by Transaction Publishers, 2002

Copies of *Women reconcile* can be found on Australia's Office of Women's Policy website www.owp.nt.govt.au

Nga Perehitini — The Presidents of the M ori Women's Welfare League 1951-2001 a book highlighting the work of 17 presidents during the past 50 years was launched

by the Prime Minister earlier this year. For a copy contact Isolde Byron mwwl@mwwl.org.nz

Women's work is never done: comparative studies in care-giving, employment, and social policy reform. New York, USA: Routledge, 2002

Women, war, peace: the Independent Experts assessment on the impact of armed conflict on women and women's role in peace-building. New York: United Nations Development Fund for Women (UNIFEM), 2002 www.unifem.org

Babies and bosses: reconciling work and family life: Australia, Denmark and the Netherlands: volume 1. Paris, France: OECD, 2002

Commonwealth business women: policies, best practices and success stories. London, UK: Commonwealth Secretariat, 2002

Gender, migration and the dual career household. London, UK: Routledge, 2002

Rhetoric versus reality: a progress report on the rise of women's power in New Zealand. Palmerston North, NZ: Massey University Centre for Women and Leadership, 2002

Sites of hope and success? A cross-perceptual study of executive women in New Zealand public and private sectors. Palmerston North, NZ: Massey University Centre for Women and Leadership, 2002

Select bibliography on Australian work/family issues. Melbourne, Australia: Australian Institute of Family Studies, 2002

Women's safety strategy: a policy framework. A co-ordinated approach to reducing violence

against women. Melbourne, Australia: Department of Premier and Cabinet. Office of Women's Policy, 2002

The Commonwealth Secretariat has published the following three books. For more information on these visit www.thecommonwealth.org/pubs.html Orders can be emailed to orders@yps-publishing.co.uk

Gender Mainstreaming in HIV/AIDS: Taking a Multisectoral Approach — New Gender Mainstreaming Series on Development Issues

Gender Mainstreaming in the Health Sector: Experiences in Commonwealth Countries — New Gender Mainstreaming Series on Development Issues

Women and Men in Partnership for Post-Conflict Reconstruction — Report of the Sierra Leone national Consultation, Freetown, Sierra Leone, May 2001

The WEL Herstory — The Women's Electoral Lobby in New Zealand 1975 — 2002 by Elspeth Preddy has been launched. It features pen portraits of women in the organisation, and illustrates the attitude changes towards women that have influenced all New Zealanders. Copies are available from the Women's Electoral Lobby (NZ) Inc, PO Box 11285, Wellington, or by phoning (04) 562 8992.

The book Doing our Best - New Zealand Mothers speak from the heart is the brainchild of Leanne McKenzie and Gail Thomas, and includes contributions from over 100 New Zealand women. Exisle Publishing, 2003.

A glimpse of policy in the making

Over 20 girls from Samuel Marsden Collegiate School in Wellington visited the Ministry of Women's Affairs for TMP Workchoice Day.

The aim of the day is to give secondary students experience in real workplaces, so that they can make informed choices about future careers. The Ministry of Women's Affairs has taken part in the scheme for several years, and takes its role in helping young women into the workforce seriously. As part of their visit, the students took part in a consultation exercise on the Women's Action Plan. Three groups each discussed one of the theme areas: economic sustainability; work, family and community balance; and wellbeing.

The girls highlighted a number of priorities for women, but agreed with the Ministry that the promotion of women's interests must also be positive for men.

WEBSITES

The Network for Women in Dairying has set up a website www.dairywomensnetwork.org.nz

The National Collective of Independent Women's Refuges website is www.womensrefuge.org.nz

The Permanent Forum on Indigenous Issues now has its own website www.un.org/esa/socdev/pfil/

The United Nations has launched a website on gender and HIV/AIDS, furthering efforts to place gender equality at the forefront of the fight against the disease www.genderandAIDS.org

Te Rau Matatini, the national M ori mental health workforce development programme has launched new videos and a website designed to encourage more M ori into the mental health workforce www.matatini.co.nz or 0800 MATATINI.

A new disability website has been established by WEKA (What Everybody Keeps Asking about disability information) www.weka.net.nz

Global Women Inventors & Innovators Network (GWIIN) — www.gwiin.com

Volunteering NZ Website and 0800 Number — www.volunteer now.org.nz or 0800 865 268

There are a range of websites with information for women in business:

Women's Business Network — www.womens-business.org.nz

Business and Professional Women Inc — www.bpwnz.org.nz

Digital Women — www.digitalwomen.com

Her Business — www.herbusinessmagazine.com

Woman Owned — www.womanowned.com

Eworking Women — www.eworkingwomen.com

Women in Technology — www.womenintechology.co.nz

Business Women's Network — www.bwni.com

CONFERENCES AND SEMINARS

An estimated 1,000 people will attend the New Zealand Country Women's Institute's national meeting in Palmerston North on 7 — 9 July 2003. For more information email cwifednz@ihug.co.nz

Women Leaders' Network (WLN) 30 July - 3 August 2003, Chiang Mai, Thailand

Twenty-one APEC economies will participate in this meeting which will focus on sustainable economic development and gender equality in the area of SMEs, micro-enterprises, and women's participation. Topics to be discussed are: Knowledge Creation, Sharing, and Management Through Partnerships; Promotion of Human Security for Women; and Women's Entrepreneurship Through Creative Partnerships. Further information at www.wln2003.net/

The First Annual Conference on the Primary Functions of Government (Courts), 28 - 29 November 2003, will be opened by Attorney General Margaret Wilson. Topics include the Constitutional Role of Courts, Human Rights Adjudication, Customary Law, International Law in Domestic and International fora, and access to justice. For registrations of interest, please contact Renee Tibbs: ph 463 6327, fax 463 6365, or email renee.tibbs@vuw.ac.nz

The Women's Studies Association (NZ) Conference 2003 Celebrating All Women will be held from 21-23 November 2003 at Massey University, Palmerston North. Workshops and papers exploring women's physical, sensory, intellectual and mental health; economic and social systems which disadvantage women; historical perspectives; community perspectives and Mana Wahine are invited. General queries about the conference, including the programme, papers and registrations, and queries about WSA (NZ) can be made to Prue.Hyman@vuw.ac.nz. For assistance with practical and site-specific or Palmerston North matters please contact C.J.Briar@massey.ac.nz until 30 June, and from 1 July J.D.Coleman@massey.ac.nz (both located in Palmerston North).

The International Union for Health Promotion and Education (IUPHE) - XVIIITH World Conference on Health Promotion and Health Education is being held at the Melbourne Exhibition and Convention Centre, Australia from 25th — 29th April 2004. For more

information contact the Conference Manager 2004wchp@vichealth.vic.gov.au, phone 61 3 9667 1313, facsimile 61 3 9667 1375.

Check out www.conferenz.co.nz for information on the Effective Policy Analysis and Development — Analytical thinking, information gathering and policy drafting skills for effective policy outcomes conference. 26th & 27th June 2003, Stamford Plaza, Auckland, and 17th & 18th July 2003, Portland Hotel of Thorndon, Wellington. Phone 09 912 3616, or fax 09 912 3617 for more information or register via email register@conferenz.co.nz

Applying the principles of the Treaty of Waitangi for effective policy development and outcome delivery — 26th & 27 June 2003, Copthorne Hotel Wellington Plimmer Towers, Wellington, 9th & 10th July 2003, Stamford Plaza, Auckland — Phone (09) 912 3616, Fax (09) 912 3617, www.conferenz.co.nz, register@conferenz.co.nz

Women leaders are invited to attend the Leading change: the power to act conference in Brisbane, Australia from 4 - 13 July 2003. The conference, organised by World YWCA, aims to explore global trends and challenges, build strategies, skills and alliances for leading social and economic change. For more information email worldoffice@worldywca.org or visit: www.worldywca.org/WorldCouncil/

Westpac Beyond Survival Seminar Snapshots — the two day seminars provide participants with the knowledge and practical management tools to assess their business financial performance and make informed decisions. Find out more at these snapshot events. Ph 0800 177 127 for more information or visit www.westpactrust.co.nz/olcontent/olcontent.nsf/Content/Beyond+Survival

OSH Launches seminars throughout New Zealand — the first of over 120 free seminars about amendments to health and safety law began on 4 March 2003. These seminars mark the beginning of many opportunities for employers and employees through the country to learn more about the amendments to the Health and Safety in Employment Act. Further information and a full list of seminars contact Madeleine Setchell, Business Adviser — Public Relations, OSH, Wellington 04 915 4390, 027 446 3538.

FEEDBACK / IDEAS

We welcome your feedback and any ideas for the Ministry's newsletter.

Our e-mail address is mwa@mwa.govt.nz

LETTERS TO THE EDITOR - These are invited. Please forward to: **The Editor, Pānui, Ministry of Women's Affairs, PO Box 10-049, Wellington, e-mail mwa@mwa.govt.nz**

The Ministry reserves the right to decide whether letters will be published.

The viewpoints expressed in Pānui do not necessarily reflect the views of the Ministry of Women's Affairs.